

#31  
2/3/05

**RESOLUTION NO. 050203-31**

**BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF AUSTIN:**

That the compensation and benefits for City Manager Toby Hammett Futrell shall be as follows:

1. Deferred compensation reduced from \$8,000 to \$0.
2. Salary increase of \$8,000, equivalent to \$196,115.22 per year;
3. Executive allowance equivalent to \$7,200.00 per year;
4. Cell phone allowance equivalent to \$900.00 per year;
5. OASDI tax equivalent to \$5,263.80 per year (6.25% of \$84,900.00) and Medicare tax equivalent to \$2,727.67 per year (1.45% of base salary) paid by City;
6. Participation in the Employees Retirement System, with the City contributing 8%;
7. Accrual of 22 hours of personal leave per month. Payment of all accrued personal leave upon separation;
8. All paid holidays provided to City employees;
9. \$200,000 group term life insurance;
10. Reimbursement, equal to that provided City executives and on the same conditions applicable to City executives, for out of pocket expense for one physical examination annually;
11. Severance package equal to 6 months for involuntary separation, forced resignation or change in form of government.

12. In the event of involuntary separation, forced resignation or change in form of government before the City Manager achieves twenty-three (23) years of creditable service for retirement purposes, the City will purchase retirement service credits in an amount sufficient to bring her creditable service to a total of twenty-three (23) years.
13. Short term disability coverage;
14. Service incentive pay;

AND, when the following are provided to City employees:

15. Choice of medical and dental plans offered to City employees, with the same subsidy provided employees;
16. Additional group term life insurance and dependent coverage available for purchase;
17. Long term disability insurance available for purchase;
18. Various wellness and employee assistance programs; and
19. Optional participation in FLEXTRA and deferred compensation programs.

**ADOPTED:** February 3, 2005

**ATTEST:** \_\_\_\_\_

Shirley A. Brown  
City Clerk